



June 23, 2021

Dear Raul Carranza,

On behalf of TEACH Public Schools, I am pleased to offer you the following terms of employment as a SUPERINTENDENT at TEACH Public Schools, effective July 1, 2021. The updated terms of your position with TEACH Public Schools are set forth below:

**1. Work Schedule.**

The start date for this position shall be July 1, 2021. Workdays and hours shall be consistent with the applicable calendar of workdays and hours for this position.

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**2. Compensation and Benefits.**

Your base salary will be \$8,681.70 per pay period, less payroll deductions and all required withholdings including STRS or PERS. You will be paid semi-monthly on the TEACH Public Schools regularly scheduled pay dates. For employees who do not work the entire scheduled work year, the salary shall be pro-rated accordingly.

In addition, you will be eligible for the following standard TEACH Public Schools benefits: life, health, dental, and vision coverage for employees; and you will be able to participate in the TEACH Public Schools 403 (b) plan and 457 plan. Additionally, you may be eligible for vacation and sick leave per year. Details on plan eligibility and limits can be found in the TEACH Public School's employee handbook.

You will be eligible for a retention bonus of up to 5% of your annual salary, subject to the terms described below. One half of that amount will be paid to you only if you are still employed by TEACH Public Schools on July 1, 2021. The second half of that amount will be paid to you only if you are still employed by TEACH Public Schools on December 15, 2021. The bonus will be paid to you through the next reasonable payroll cycle following the respective dates.

Additionally, you will be eligible for a 2.5% bonus each semester TEACH Public Schools meets or exceeds its budgeted ADA. The bonus will be paid to you through the next reasonable payroll cycle following the respective dates. Base salary offer and bonuses are contingent upon board approval.

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**3. At-Will Employment.**



In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any TEACH representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to terminate your employment with the TEACH Public Schools at any time, with or without cause or advance notice. Likewise, TEACH Public Schools will have the right to terminate your employment at any time, with or without cause or advance notice. By accepting the role of SUPERINTENDENT you confirm you understand and agree, that this at-will relationship cannot be changed or retracted, either orally or in writing, or by any policy or conduct, unless you receive a document expressly stating that your employment is no longer at-will, which is signed both by you and approved by the TEACH Public Schools Board of Directors.

**4. Additional Information.**

I understand that I am required to attend all in-person professional development trainings and/or meetings.

This letter and the Employee Handbook, contain all of the terms of your employment with TEACH Public Schools and supersede any prior understandings or agreements, whether oral or written, between you and TEACH Public Schools. This letter may not be amended or modified except by an express written agreement signed by you, and the TEACH Public Schools Board of Directors.

Initial \_\_\_\_\_

Upon acceptance of this offer of at-will employment, please sign and return to me.

\_\_\_\_\_  
Matt Brown  
CFO/COO, TEACH Public Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Sonali Tucker  
Board Chair, TEACH Public Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Raul Carranza

\_\_\_\_\_  
Date

